

Message Text

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ORIGIN IO-10

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CIAE-00 COME-00 DODE-00 DOTE-00 EB-07 INR-07 NSAE-00

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FM SECSTATE WASHDC

TO AMCONSUL MONTREAL

UNCLAS STATE 133940

E.O. 11652: NA

TAGS: ICAO, EAIR

SUBJECT: ICAO CONDITIONS OF SERVICE AND SERVICE CODE

FOR USREP ICAO

1. C-WP/6182 (CONDITIONS OF SERVICE - REVIEW OF SPECIAL GENERAL SERVICE CATEGORY STAFF INTERIM ADJUSTMENT IN SALARIES).US REPRESENTATIVE MAY SUPPORT PROPOSED SPECIAL QUOTE INFLATION UNQUOTE ALLOWANCE PAYMENT OF 180 DOLLARS TO COVER LAG IN SALARIES DURING THE PERIOD 10/1/74-4/1/75. COMMENT. WHILE NORMALLY OPPOSED TO SUCH PAYMENTS, WE ARE WILLING TO GO ALONG WITH THE GENERAL CONSENSUS (WHICH WE ASSUME WILL APPROVE IT) SINCE RATIONALE THEREFORE APPEARS LOGICAL, AND SINCE SECRETARY GENERAL OBVIOUSLY IS TRYING TO HOLD SALARIES TO COMPARABLE OUTSIDE SALARIES, RATHER THAN TO COST OF LIVING MOVEMENTS.

2. C-WP/6178 (CONDITIONS OF SERVICE - COMPREHENSIVE SURVEY OF CONDITIONS OF SERVICE OF HEADQUARTERS GENERAL UNCLASSIFIED

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SERVICE CATEGORY STAFF). WHILE WAGE SURVEY APPEARS QUITE

PROFESSIONAL, WE NOTE THAT, WHILE 14 FIRMS WERE CONTACTED, DATA FROM ONLY 6 WAS USED IN COMPILING SURVEY. FOR CITY SIZE OF MONTREAL, 6 EMPLOYERS DO NOT PROVIDE SUFFICIENTLY FIRM STATISTICAL BASIS FOR ALL POSTS, AS CAN BE DEDUCED

FROM SECRETARY GENERAL'S COMMENTS. WHILE CLEARLY LOWER-PAYING EMPLOYERS SHOULD BE OMITTED, MORE OF THE BETTER-PAYING ONES SHOULD BE INCLUDED. TO ALLOW FOR THIS, WE BELIEVE THE NUMBER OF FIRMS INITIALLY CONTACTED SHOULD BE INCREASED. GUIDANCE FOLLOWS ON SPECIFIC ACTIONS COUNCIL IS REQUESTED TO TAKE ON C-WP/61.78:

3. (ITEM 1) 9.2 PERCENT INCREASE IN NET SALARIES. WE CONCUR WITH THE PROVISIO THAT THE DATA BASE BE ENLARGED IN FUTURE WAGE SURVEYS, I.E., MORE FIRMS INCLUDED.

4. (ITEM 2) CONTINUED USE OF COMPOSITE QIRI/STATISTICS CANADA INDEX MOVEMENT FOR INTERIM (ANNUAL) SALARY ADJUSTMENTS. WE CONCUR.

5. (ITEM 3) USE OF MONTREAL CONSUMER PRICE INDEX FOR OCTOBER INTERIM ADJUSTMENTS, AND AUTHORITY FOR THE SECRETARY GENERAL TO GRANT SUCH ADJUSTMENTS UNDER SPECIFIED CONDITIONS. GS SALARIES ARE BASED ON CONDITIONS OF EMPLOYMENT OFFERED BY THE BEST EMPLOYERS IN THE LOCALITY, NOT CONSUMER PRICE INDEXES. AS THE SECRETARY GENERAL POINTS OUT IN C-WP/6182, WITH ONE EXCEPTION OUTSIDE EMPLOYERS DID NOT ENSURE FULL COMPENSATION FOR LOSS OF PURCHASING POWER. WE DO NOT CONCUR, THEREFORE, IN USE OF THE MONTREAL CONSUMER PRICE INDEX FOR THIS PURPOSE. COMPOSITE QIRI/STATISTICS CANADA SALARY INDEX MOVEMENT SHOULD BE USED FOR INTERIM ADJUSTMENT, AS IT IS FOR THE ANNUAL ADJUSTMENT, EVEN IF IT INVOLVES RETROACTIVE PAYMENTS. WE CONCUR IN GIVING SECRETARY GENERAL AUTHORITY TO GRANT SUCH ADJUSTMENTS UNDER SPECIFIED CONDITIONS.

6. (ITEM 4) INCREASE IN LANGUAGE ALLOWANCE. NO COMPARATIVE FIGURES ARE GIVEN FOR LANGUAGE SUPPLEMENTS PAID BY OUTSIDE EMPLOYERS. SINCE CONDITIONS OF SERVICE ARE BASED ON THOSE OFFERED BY THE BEST EMPLOYERS IN THE LOCALITY, WE CANNOT UNCLASSIFIED

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SUPPORT PROPOSED INCREASE, UNLESS IT IS JUSTIFIED. FACT THAT LANGUAGE SUPPLEMENT BASED INITIALLY ON 5 PERCENT OF THE G-4 STEP I SALARY, AND THIS SALARY RATE WILL INCREASE, HAS NO BEARING. US REPRESENTATIVE SHOULD URGE THAT COMPARABILITY BE ESTABLISHED BEFORE INCREASE GRANTED IN LANGUAGE SUPPLEMENTS.

7. (ITEM 5) INCREASE IN SUNDAY OVERTIME PAYMENT RATE.

CONCUR, BUT ONLY IF THERE IS BROAD SUPPORT FOR THIS.

8. (ITEM 6) INCREASE IN DEPENDENCY ALLOWANCE RATES. WE CONCUR, EXCEPT AS FOLLOWS. NEW CANADIAN TAX LEGISLATION PROVIDES 160 DOLLAR TAX EXEMPTION FOR EACH DEPENDENT CHILD

16 AND OVER, PLUS AN ADDITIONAL 70 DOLLAR EXEMPTION IF THE CHILD ATTENDS COLLEGE. ON THIS BASIS, SECRETARY GENERAL PROPOSES THAT THE ALLOWANCE FOR ALL CHILDREN 16 AND OVER BE RAISED FROM 150 DOLLARS TO 230 DOLLARS. THIS APPEARS UNJUSTIFIED SINCE MOST 16 AND 17 YEAR OLDS ARE NOT IN COLLEGE, AND NOT ALL CHILDREN GO TO COLLEGE. WE DO NOT CONCUR IN THIS, BUT WOULD SUPPORT A 70 DOLLAR SUPPLEMENTAL DEPENDENCY ALLOWANCE, OVER AND ABOVE THE PRESENT 150 DOLLARS (OR PROPOSED 160 DOLLARS) FOR ALL CHILDREN 16 AND OVER WHO ATTEND COLLEGE.

9. (ITEM 7) INCREASE IN ANNUAL LEAVE. WE DO NOT CONCUR, AND HOPE US CAN OBTAIN SUPPORT IN DEFEATING THIS PROPOSAL. CONDITIONS OF GS EMPLOYMENT ARE BASED ON THOSE OFFERED BY THE BEST EMPLOYERS IN THE LOCALITY. THE BEST EMPLOYERS OFFER: FROM 2 WEEKS (1-5 YEARS SERVICE) TO 6 WEEKS (30 YEARS SERVICE). ICAO OFFERS: FROM 4-2/5 WEEKS (1-4 YEARS) TO 6 WEEKS (9 YEARS). AS SECRETARY GENERAL STATES, ICAO'S LEAVE CONDITIONS PRESENTLY ARE CLEARLY SUPERIOR. GS EMOLUMENTS ARE BASED ON LOCAL CONDITIONS, NOT ON QUOTE COMMON SYSTEM UNQUOTE. WE COULD CONCUR ONLY IF THE ANNUAL LEAVE WERE TAKEN INTO CONSIDERATION IN THE COMPARISON OF SALARIES WITH OUTSIDE LOCAL EMPLOYERS, E.G., NUMBER OF HOURS WORKED ANNUALLY FOR ANNUAL SALARY (WHICH WOULD, OF COURSE, REDUCE SALARIES).

10. (ITEM 8) APPROVAL OF CONSEQUENTIAL AMENDMENTS TO ICAO
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SERVICE CODE. WE DO NOT CONCUR WITH THE AMENDMENTS WHERE WE DO NOT SUPPORT THE PROPOSAL ABOVE.

11. C-WP/6171 AND C-WP/6177 (AMENDMENTS TO SERVICE CODE).
APPROVE. KISSINGER

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NNN

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